



BERKLEY
SCHOOLS

NEW STRATEGIC PLAN

2022-2027

Vision | Mission | Tagline | Goals | Portrait of a Learner



Building a culture to inspire future generations

NEW STRATEGIC PLAN

2022-2027

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Guiding Principles

In April 2022, the Board of Education passed a new Strategic Plan that was three years in the making.

This plan takes effect in the 2022-23 school year. For this 2022-23 Strategic Planning process, we asked ourselves three questions:

- Where did we want this plan to take us in five years?
- What gets us to the desired outcome?
- How do we accomplish this?

Our end goal, aside from living into our Vision statement, is to cultivate a school culture that allows our students, staff and community to feel a sense of belonging.



VISION

Our inclusive culture will inspire, empower and lead all learners to realize their full potential and make a positive difference in their future and community.

MISSION

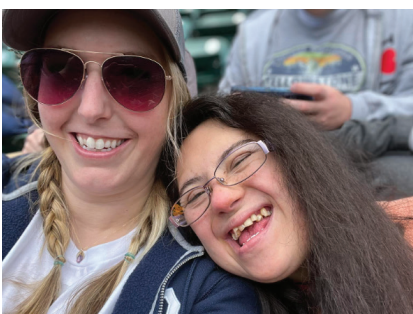
Student engagement, learning and growth are at the center of all we do.

TAGLINE

Inspire. Empower. Lead.

GOALS

- Goal 1: Thinking & Learning
- Goal 2: Equity & Well-Being
- Goal 3: Growth & Innovation
- Goal 4: Resource Stewardship
- Goal 5: Community Engagement



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PORTRAIT OF A LEARNER

- Critical Thinker
- Creative
- Collaborative
- Communicator
- Curious
- Courageous

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Thinking & Learning

Inspire, empower and lead a culture of thinking and learning for students, staff and the community.

FOCUS AREA 1 - EXCELLENCE IN TEACHING & LEARNING

- Strategy 1:** Preparing students to be college and/or career ready
- Strategy 2:** Focus professional learning on high impact instructional strategies
- Strategy 3:** Grow understanding of the cultural forces (expectations, environment, language, opportunities, modeling, interactions, time, and routines) that impact thinking and learning
- Strategy 4:** Implement and evaluate research-based and evidenced-based instructional practices and curriculum

FOCUS AREA 2 - EQUITABLE OPPORTUNITIES FOR ALL STUDENTS

- Strategy 1:** Partner with organizations that support equitable opportunities for our students
- Strategy 2:** Provide all staff with professional learning about culturally responsive teaching
- Strategy 3:** Provide parents with opportunities to learn about school and community resources

FOCUS AREA 3 - COLLABORATIVE LEARNING CULTURE

- Strategy 1:** Support staff with coaching opportunities
- Strategy 2:** Support opportunities for staff collective efficacy
- Strategy 3:** Increase student collaboration skills

FOCUS AREA 4 - MULTI-TIERED SYSTEMS OF SUPPORTS FOR ACADEMIC LEARNING

- Strategy 1:** Build staff capacity of Multi-Tiered Systems of Supports
- Strategy 2:** Make data-informed decisions about student learning, progress and supports
- Strategy 3:** Implement best practices in special education instruction and inclusion

Strategic Plan 2022-2027

GOAL 1



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GOAL 2



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Equity & Well-Being

Inspire, empower and lead a culture of equity and well-being for students, staff and the community.

FOCUS AREA 1 - INCLUSIVE & EQUITABLE SCHOOL COMMUNITY

- Strategy 1:** Create a place of belonging in which diverse backgrounds, identities, abilities, strengths and challenges are respected and honored
- Strategy 2:** Provide learning opportunities for all through the lens of diversity, equity and inclusion
- Strategy 3:** Measure the impact of diversity, equity and inclusion efforts throughout the District

FOCUS AREA 2 - MULTI-TIERED SYSTEMS OF SUPPORT FOR SOCIAL-EMOTIONAL LEARNING

- Strategy 1:** Provide social and affective supports for all students
- Strategy 2:** Facilitate successful transitions for all students
- Strategy 3:** Universal understanding of social emotional well-being

FOCUS AREA 3 - HAPPY, HEALTHY ENVIRONMENT

- Strategy 1:** Support mental health of our employees and students
- Strategy 2:** Support physical health of our employees and students

FOCUS AREA 4 - SCHOOL SAFETY

- Strategy 1:** Implement school safety best practices
- Strategy 2:** Enhance prevention and intervention services with community partnerships

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Growth & Innovation

Inspire, empower and lead a culture of growth and innovation for students, staff and the community.

FOCUS AREA 1 - ENRICHMENT OPPORTUNITIES & PROGRAMS

Strategy 1: Provide equitable student experiences through enriching activities in the classroom and beyond the classroom

Strategy 2: Grow the Berkley Education Foundation in order to support student and staff enrichment

FOCUS AREA 2 - INCREASE TECHNOLOGY INTEGRATION TO SUPPORT STUDENT LEARNING

Strategy 1: Create opportunities for students to innovate and engage with technology to enhance their learning

Strategy 2: Provide professional learning opportunities to impact student learning

Strategy 3: Teach and promote responsible digital citizenship

FOCUS AREA 3 - STAFF RECRUITING & SUPPORT

Strategy 1: Utilize creative strategies to recruit, retain and support all staff to maintain our culture of hiring highly qualified staff for every position

Strategy 2: Create opportunities for leadership and advancement

Strategy 3: Intentionally work to ensure the diversity of our staff reflects the diversity of our student body

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GOAL 3



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Resource Stewardship

Inspire, empower and lead a culture of resource stewardship for students, staff and the community.

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GOAL 4



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FOCUS AREA 1 -

FISCAL RESPONSIBILITY TO SUPPORT STUDENT LEARNING

Strategy 1: Create and maintain a balanced budget that supports all programs and operations

Strategy 2: Engage school and department leaders in resource management best practices

Strategy 3: Continue pursuit of competitive compensation packages for all staff

FOCUS AREA 2 -

PROGRAM DEVELOPMENT BEYOND THE K-12 CLASSROOM

Strategy 1: Enhance Early Childhood Education Program, Food Service, Hurley Field, Other Funds

Strategy 2: Support community use of our District facilities

Strategy 3: Investigate and pursue revenue enhancement opportunities

FOCUS AREA 3 -

TECHNOLOGY & FACILITY INVESTMENTS & ENHANCEMENTS

Strategy 1: Effectively manage Sinking Fund resources to ensure investments support teaching and learning

Strategy 2: Develop and implement plans that identify opportunities for innovative technology and spaces

FOCUS AREA 4 -

MANAGE, ADVOCATE AND GROW SHARED TIME PARTNERSHIPS

Strategy 1: Advocate for Shared Time programs

Strategy 2: Build relationships with current and future partners

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Community Engagement

Inspire, empower and lead a culture of community engagement for students, staff and the community.

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GOAL 5



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FOCUS AREA 1 -

COMMUNITY OUTREACH & COMMUNICATIONS

Strategy 1: Intentional partnerships with community organizations

Strategy 2: Maintain an open dialogue with all stakeholders to maintain transparency

Strategy 3: Ensure all members of the school community are represented in District communications

Strategy 4: Participate in District and community events

Strategy 5: Ongoing dialogue with local media

Strategy 6: Engage with legislators and the community about educational issues

FOCUS AREA 2 -

SHARING OUR #BERKLEYDIFFERENCE STORY

Strategy 1: Share stories to promote District activities and maintain District reputation

Strategy 2: Empower staff and students to share their stories

Strategy 3: Encourage the community to share their stories and experiences

FOCUS AREA 3 -

MARKETING METHODS

Strategy 1: Identify markets of opportunity to tell District story

Strategy 2: Attract new and retain current students and families

Strategy 3: Analyze data to ensure marketing efforts are successful



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PORTRAIT OF A LEARNER



THE PORTRAIT OF A LEARNER IDENTIFIES SIX TRAITS THAT ARE CRITICAL TO DEVELOPING WELL-ROUNDED INDIVIDUALS

Through partnerships with parents, guardians and the community, we will prepare our students to be critical thinkers, creative, collaborative, communicators, curious and courageous.

CRITICAL THINKER

Critical thinkers analyze facts, evidence and multiple perspectives in order to form their position on a topic. They think deeply and broadly.

COMMUNICATOR

Communicators express themselves through the written and spoken word, defending and supporting their views in clear and concise language.

CREATIVE

Creative students explore a variety of solutions, solving problems in new ways. Creative students take risks and use their imagination to form new ideas.

CURIOUS

Curious students pursue their interests with an open mind. They wonder, explore and dig deeper, eager to find answers and explore new thinking.

COLLABORATIVE

Collaborative students learn how to work successfully with others in and outside the classroom through empathic listening, sharing responsibility and respecting varying opinions.

COURAGEOUS

Courageous students are brave, take risks and stand with their convictions to support themselves and/or their fellow classmates.

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AT A GLANCE

*Building a culture
to inspire future generations*

Guiding Principles & Goal Areas

VISION

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MISSION

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TAGLINE

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Critical Thinker

Creative

Collaborative

Communicator

Curious

Courageous

GOAL AREAS

Goal 1: Thinking & Learning

- Focus Area 1 - Excellence in Teaching & Learning
- Focus Area 2 - Equitable Opportunities for All Students
- Focus Area 3 - Collaborative Learning Culture
- Focus Area 4 - Multi-Tiered Systems of Supports for Academic Learning

Goal 2: Equity & Well-Being

- Focus Area 1 - Inclusive and Equitable School Community
- Focus Area 2 - Multi-Tiered Systems of Supports for Social-Emotional Learning
- Focus Area 3 - Happy, Healthy Environment
- Focus Area 4 - School Safety

Goal 3: Growth & Innovation

- Focus Area 1 - Enrichment Opportunities and Programs
- Focus Area 2 - Increase Technology Integration to Support Student Learning
- Focus Area 3 - Staff Recruiting and Support

Goal 4: Resource Stewardship

- Focus Area 1 - Fiscal Responsibility to Support Student Learning
- Focus Area 2 - Program Development Beyond the K-12 Classroom
- Focus Area 3 - Technology and Facility Investments & Enhancement
- Focus Area 4 - Manage, Advocate and Grow Shared Time Partnerships

Goal 5: Community Engagement

- Focus Area 1 - Community Outreach & Communications
- Focus Area 2 - Sharing Our #BerkleyDifference Story
- Focus Area 3 - Marketing Methods